



DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH UNITED STATES ARMY
UNIT #15236
APO AP 96205-0009

REPLY TO
ATTENTION OF:

EAE0 (690)

AUG 08 2001

MEMORANDUM FOR All Eighth United States Army Assigned Soldiers and Civilians

SUBJECT: Eighth United States Army (EUSA) Command Policy Letter # 10 - - Sexual Harassment and Equal Employment Opportunity (EEO)

1. Purpose. Ensure U.S. civilian employees and applicants for employment are aware of their rights to work in an environment free of sexual harassing behavior and intimidation.

2. Background. Code of Federal Regulation (CFR) 1604.11 and 10 U.S. Code Section 1561, provides that discrimination based on sexual harassment and sexual orientation are illegal.

3. Discussion.

a. The Equal Employment Opportunity Commission (EEOC) defines sexual harassment as a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

(2) Submission to or rejection of such conduct by an individual is used as a basis for an employment decision affecting such individual; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

b. Prevention is the best tool for the elimination of sexual harassment. Leaders must take immediate steps to eliminate any real or perceived sexual harassment allegations brought to their attention. Federal civilian employees who believe they are victims of sexual harassment are entitled to use established EEO complaint procedures and the chain of command without fear of reprisal or intimidation.

EAEO (690)

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4. Providing an environment free of sexual harassment is essential to the successful mission of EUSA.

A handwritten signature in dark ink, appearing to read 'D. Zanini', with a horizontal line extending to the right.

DANIEL R. ZANINI
Lieutenant General, USA
Commanding